

criteria 493. Rating criteria includes but is not limited to business acumen, innovation and technical excellence, commitment to quality, connects with customers, demands the truth, and desire to work for the employer. To rate a candidate, the recruiter selects or inputs a rating 495 ranging from one to ten, ten being the highest rating. Additionally, the recruiter can input special notes 497 regarding the interview or candidate.

If the referred candidate was identified by a search firm, the search firm accesses the System behind the public firewall, creates a profile for the candidate and inputs the candidate's information (e.g., interview results, phone screen results, etc.). If the candidate was identified or referred by an executive, the executive accesses the System behind the public firewall and creates a recommendation for the candidate.

Candidate Invitation

Candidate invitation is an ongoing step during which recruiters evaluate candidate profiles. Based on the evaluation, recruiters e-mail employer-hosted recruiting event invitations to the candidates who best match or exceed current employment requisitions. Preferably, recruiters evaluate and distribute invitations to candidates that match the recruiter's pre-defined invitation criteria (i.e., function and school, as discussed *supra*) and the candidate matching criteria defined in the employment requisitions corresponding to the recruiter's function. For example, a candidate from the University of Michigan who is qualified and requested consideration for an electrical engineering job opportunity is evaluated by a recruiter having at least one unused invitation for a University of Michigan electrical engineer.